

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH AND  
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November 3, 2010

**PROTECTING CHILDREN WITH A STRONG WORKFORCE**

The Children's Social Worker is the first responder with whom a family that becomes involved with the Department of Children and Family Services comes into contact. As such, critical to the goal of protecting children from harm is ensuring that all individuals assigned to conducting child abuse investigations and to performing case management services are fully-qualified, well-trained and adequately-equipped; and that they receive the necessary and appropriate quality of supervision and support from qualified staff, up the chain-of-command, in order to execute their duties with excellence, make critical decisions in the best interest of children and families; and provide service excellence to the residents of Los Angeles County.

To accomplish this, we must review the national standards for Children's Social Workers, Supervising Children's Social Workers, Assistant Regional Administrators and Regional Administrators, and specifically, those of larger jurisdictions nationwide, to determine whether our County's current:

- (1) Minimum requirements established for workforce recruitment and promotional advancement require re-assessment and changes;
- (2) Job titles for each position correspond with the daily duties and responsibilities that staff assigned to each position actually perform/carry/execute;
- (3) Career paths for each requires an adequate number of years of experience, gained under the supervision of qualified staff, to allow for sound advancement to the higher position; and
- (4) Overall recruitment outreach for each is adequate to allow for the most qualified candidates to be newly hired for these most critical positions, which impact the lives of our County's most vulnerable, its abused and neglected children.

M O R E

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Furthermore, the above assessment must be made in light of the County's fiscal constraints. Accordingly, any ensuing recommendations should be developed in a way that re-allocates existing and/or duplicative resources rather than requiring new funding.

**WE, THEREFORE, MOVE** that the Los Angeles County Board of Supervisors direct the Chief Executive Officer and the Department of Human Resources Director, in conjunction with the Director of the Children and Family Services to :

- (1) **Report on** the minimum requirements for employment opportunities for the various Children's Social Worker tiers and for internal promotional advancement opportunities to supervisory and regional administrative positions **in like jurisdictions**;
- (2) **Report of methods LA County could improve** recruitment outreach for prospective applicants to these positions; and
- (3) **Report on processes LA County could use to enhance** the knowledge, skills and abilities of existing Children's Social Workers, Supervising Children's Social Workers, Assistant Regional Administrators and Regional Administrators through the design and provision of enhanced training, customized for each, in accordance with their respective levels of responsibility and accountability.

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MDA:hbb

*s/2010Motions/Protecting Children with a Strong Workforce*